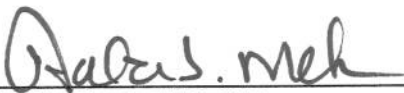


ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code by:

- Amending various portions of Section 6.08, Part 4 (New Physician Pay Plan) to make technical corrections;
- Adding and establishing the salary for one (1) position in the unclassified service;
- Changing or correcting the salaries of 9 (nine) non-represented employee classifications;
- Amending Section 6.28.050-25 (Notes to Section 6.28.050) to add a salary note applicable to the New Physician Pay Plan;
- Amending Section 6.76.020 (Fire Department – Additional information) to add various bonus pay provisions;
- Amending Section 6.94.020 (G) (Department of Parks and Recreation – Additional information) regarding the Fitness for Life Pay provisions; and
- Adding, deleting, and/or changing certain classifications and numbers of ordinance positions in the departments of Animal Care and Control, Child Support, Children and Family Services, Coroner, Health Services, Internal Services, Mental Health, Parks and Recreation, Public Library, Public Social Services, Public Works, and Sheriff.

RAYMOND G. FORTNER, JR.
County Counsel

By: 
HALVOR S. MELOM
Principal Deputy County Counsel
Labor & Employment Division

HSM:asv

Requested: 04/29/08
Revised: 06/13/08

ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code relating to the addition, deletion, and/or changing of certain classifications and number of ordinance positions in various departments to implement the findings of classification studies, to amend pay provisions, and to make technical corrections.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.08.425 (New Management Physician Pay Plan – Management physician E pay schedules) is hereby amended to read as follows:

6.08.425 Management Physician E pay schedules.

A. 1. Management Physicians (Item Nos. 5456, 5457, and 5458) who currently practice no medical specialty shall be compensated as noted below pursuant to the Management E Schedule currently in effect:

<u>Item Number</u>	<u>Title</u>	<u>Management E Schedule</u>
<u>5456</u>	<u>Senior Physician</u>	<u>E02</u>
<u>5457</u>	<u>Chief Physician I</u>	<u>E03</u>
<u>5458</u>	<u>Chief Physician II</u>	<u>E05</u>

2. Compensation of Physicians: Management Physicians (Item Nos. 5456, 5457, 5458, and 5459) in the following specialties shall be compensated on the indicated schedules of the effective Management E Schedule:

		Medical Specialty	5455 & 5476 Phys. Spec.	5456 Sr. Phys.	5457 Chief Phys. I	5458 Chief Phys. II	5459 Chief Phys. III
01	<u>51</u>	Anesthesiology	D24	E26	E27	E28	E29
02	<u>52</u>	Dermatology	D19	E21	E22	E23	E24
03	<u>53</u>	Emergency Medicine	D17	E19	E20	E21	E22
04	<u>54</u>	Family Practice	D06	E08	E09	E10	E11
05	<u>55</u>	Int Med-General/ Endocrinology	D05	E07	E08	E09	E10
06	<u>56</u>	Int Med-Cardiology (Invasive)	D20	E22	E23	E24	E25
07	<u>57</u>	Int Med-Cardiology (Non- Invasive)	D09	E11	E12	E13	E14
08	<u>58</u>	Int Med-Critical Care	D17	E19	E20	E21	E22
09	<u>59</u>	Int Med-Gastro (Invasive)	D20	E22	E23	E24	E25
10	<u>60</u>	Int Med-Gastro (Non-Invasive)	D05	E07	E08	E09	E10
11	<u>61</u>	Int Med-Hematology/Oncology	D14	E16	E17	E18	E19
12	<u>62</u>	Int Med-Infectious Disease	D05	E07	E08	E09	E10
13	<u>63</u>	Int Med-Nephrology	D08	E10	E11	E12	E13
14	<u>64</u>	Int Med-Pulmonary (Invasive)	D10	E12	E13	E14	E15
15	<u>65</u>	Int Med-Pulmonary (Non- Invasive)	D05	E07	E08	E09	E10
16	<u>66</u>	Int Med-Rheumatology	D05	E07	E08	E09	E10
17	<u>67</u>	Neurology	D05	E07	E08	E09	E10
18	<u>68</u>	Nuclear Medicine	D15	E17	E18	E19	E20
19	<u>69</u>	ObGyn-General	D17	E19	E20	E21	E22
20	<u>70</u>	ObGyn-Gynecologic Oncology	D26	E28	E29	E30	E31
21	<u>71</u>	ObGyn-Maternal/Fetal Medicine	D21	E23	E24	E25	E26
22	<u>72</u>	Otolaryngology	D24	E26	E27	E28	E29
23	<u>73</u>	Pathology	D10	E12	E13	E14	E15
24	<u>74</u>	Pathology-Forensic	D14	E16	E17	E18	E19
25	<u>75</u>	Pediatrics	D04	E06	E07	E08	E09
26	<u>76</u>	Pediatrics - Neonatal/Critical Care	D14	E16	E17	E18	E19
27	<u>77</u>	Physical Medicine and Rehabilitation	D07	E09	E10	E11	E12
28	<u>78</u>	Preventive Medicine	D06	E08	E09	E10	E11
29	<u>79</u>	Psychiatry	D13	E15	E16	E17	E18
30	<u>80</u>	Radiology-General/Diagnostic	D27	E29	E30	E31	E32
31	<u>81</u>	Radiology-Vasc/Int Diagnostic	D30	E32	E33	E34	E35

			5455 & 5476 Phys. Spec.	5456 Sr. Phys.	5457 Chief Phys. I	5458 Chief Phys. II	5459 Chief Phys. III
		Medical Specialty					
32	<u>82</u>	Surgery-Cardio Thoracic	D30	E32	E33	E34	E35
33	<u>83</u>	Surgery-General	D24	E26	E27	E28	E29
34	<u>84</u>	Surgery-Neurological	D30	E32	E33	E34	E35
35	<u>85</u>	Surgery-Ophthalmology	D24	E26	E27	E28	E29
36	<u>86</u>	Surgery-Orthopedics	D30	E32	E33	E34	E35
37	<u>87</u>	Surgery-Pediatric	D30	E32	E33	E34	E35
38	<u>88</u>	Surgery-Plastic	D29	E31	E32	E33	E34
39	<u>89</u>	Surgery-Urologic	D24	E26	E27	E28	E29
40	<u>90</u>	Surgery-Vascular	D29	E31	E32	E33	E34
. . .							

SECTION 2. Section 6.08.455 (New Management Physician Pay Plan – Occasional physician services) is hereby amended to read as follows:

6.08.455 Occasional physician services.

A. Beginning on the effective date, a Physician employed as a Clinic Physician, MD (Item No. 5469) or Clinic Physician, MD (Per Session) (Item No. 5468) shall be compensated at the rates shown in the following table. A Physician shall not be compensated as a Clinic Physician, MD (Per Session) (Item No. 5468) at the session rate without prior approval of the department head. In no event shall the aggregate compensation of a Physician provided for in this subsection A exceed the annual compensation limit shown in the following table during any one calendar year.

Effective Date	Clinic Physician, MD (Item No. 5469) Rate for First 90 minutes of Assigned Shift	Clinic Physician, MD (Item No. 5469) Rate for Each Additional Hour of Assigned Shift	Clinic Physician, MD (Item No. 5468) per Session Rate	Annual Compensation Limit
January 1, 2006	\$125	\$63	\$283	\$42,675
October 1, 2006	\$130	\$66	\$294	\$44,382
September 1, 2007	\$169	\$86	\$382	\$55,478
January 1, 2008	\$174	\$89	\$393	\$57,142
January 1, 2009	\$179	\$92	\$405	\$58,856

B. Beginning on the effective date, a Physician employed as a Mental Health Consultant, MD (Item No. 5470) or a Consulting Specialist, MD (Item No. 5471) shall be compensated at the hourly rates shown in the following table, unless the department head has specifically authorized compensation on a per-session basis, in which case the Physician shall be compensated as a Mental Health Consultant, MD (Per Session) (Item No. 5467) or a Consulting Specialist, MD (Per Session) (Item No. 5472) at the session rate shown in the table. In no event shall the aggregate compensation of a Physician provided for in this subsection B exceed the annual compensation limit shown in the following table during any one calendar year.

Effective Date	Hourly Rate for First Hour of Assigned Shift	Hourly Rate for the Second, Third and Fourth Hours of Assigned Shift	Hourly Rate for Fifth Hour of Assigned Shift	Hourly Rate for Each Consecutive Additional Hour of Assigned Shift	Session Rate for Item Nos. 5467 and 5472 Only	Annual Compensation Limit
January 1, 2006	\$125	\$63	\$125	\$63	\$314	\$59,372
October 1, 2006	\$130	\$66	\$130	\$66	\$327	\$61,747
September 1, 2007	\$169	\$86	\$169	\$86	\$425	\$80,274
January 1, 2008	\$174	\$89	\$174	\$89	\$438	\$82,679
January 1, 2009	\$179	\$92	\$179	\$92	\$451	\$85,160

C. Except as provided in subsections A and B of this section, any person employed on a temporary, hourly basis in the class of Physician, MD, Emergency Room (Item No. 5422) who is not on any other county item (except resident Physician or as approved in accordance with Section 6.08.470A) and who is assigned to work in a work area designated as an emergency room by the director of health services shall be compensated at the rate of \$86.52 per hour for all hours worked as a temporary, hourly Physician. Also, any person employed on a regular Physician item, or on an item approved in accordance with Section 6.08.470A, who performs overtime work in such an emergency room shall be compensated at the rate of \$86.52 per hour for all overtime hours worked as a temporary, hourly Physician. If the director of health services finds that there is a shortage of emergency room physicians which threatens the public health or safety, with the approval of the chief executive officer, the director of health services may adjust the foregoing emergency room rate, or establish variable rates, as justified by the nature of the shortage by a percentage not to exceed 50 percent during the period of

the emergency room physician shortage. Effective January 1, 2009, the rate will change to \$89.12 per hour.

...

SECTION 3. Section 6.28.050 is hereby amended to add the following class:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
<u>8361</u>	<u>ASST DIR,PUBLIC SERVS,LIBRARY(UC)</u>	<u>01/01/2009</u>	<u>N23</u> <u>N23</u>	<u>R14</u> <u>R14</u>

SECTION 4. Section 6.28.050 is hereby amended to change the salaries of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
3780	FIRE PREVENTION ENGINEER	01/01/2006		89G
		10/01/2006		91A
		08/01/2007		92B
		08/01/2008		93C
		<u>07/01/2007</u>	<u>NN</u>	<u>91A</u>
		<u>08/01/2007</u>	<u>NN</u>	<u>92B</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>94B</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>94B</u>
		<u>08/01/2008</u>	<u>NM</u>	<u>95C</u>
4406	HAZARDOUS MATERIAL CONTROL MGR,FIRE	01/01/2006	NW	99D
		10/01/2006	NW	100J
		<u>07/01/2007</u>	<u>NNW</u>	<u>100J</u>
		<u>08/01/2007</u>	NW <u>NNW</u>	101K
		<u>07/01/2008</u>	<u>NMW</u>	<u>101K</u>
		<u>08/01/2008</u>	NW <u>NMW</u>	<u>102L</u>

2437	HEAD FIRE DISPATCHER	01/01/2006		83D
		10/01/2006		84J
		08/01/2007		85K
		08/01/2008		86L
		<u>07/01/2007</u>	<u>NN</u>	<u>84J</u>
		<u>08/01/2007</u>	<u>NN</u>	<u>85K</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>85K</u>
		<u>08/01/2008</u>	<u>NM</u>	<u>86L</u>
3784	HEAD FIRE PREVENTION ENGINEER	01/01/2006		95G
		10/01/2006		97A
		08/01/2007		98B
		08/01/2008		99C
		<u>07/01/2007</u>	<u>NN</u>	<u>97A</u>
		<u>08/01/2007</u>	<u>NN</u>	<u>98B</u>
		<u>01/01/2008</u>	<u>NN</u>	<u>100B</u>
		<u>07/01/2008</u>	<u>NM</u>	<u>100B</u>
		<u>08/01/2008</u>	<u>NM</u>	<u>101C</u>

SECTION 5. Section 6.28.050 is hereby amended to correct the salaries of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
4563	DEPY DIR,MD,PUBLIC HEALTH PROGRAMS	01/01/2006	N19	M11
		10/01/2006	N19	M11
		01/01/2008	N19-N42	E26
		01/01/2009	N19-N42	E26
5489	DEP DIRECTOR,MD,MENTAL HEALTH(UC)	01/01/2006	N19	M08
		10/01/2006	N19	M08
		01/01/2008	N19-N42	E24
		01/01/2009	N19-N42	E24
5474	PHYSICIAN,MD (NON MEGAFLEX)	01/01/2008	N42-N43	D02
		01/01/2009	N42-N43	D02
5476	PHYSICIAN SPECIALIST (NON MEGAFLEX)	01/01/2008	N42-N43	
		01/01/2009	N42-N43	

4737	SUPVG MENTAL HEALTH PSYCHIATRIST	01/01/2006	N19	M11
		10/01/2006	N19	M11
		01/01/2008	N42	<u>E15</u>
		01/01/2009	N42	<u>E15</u>

SECTION 6. Section 6.28.050-25 (Notes to Section 6.28.050) is hereby amended to read as follows:

6.28.050-25 Notes to Section 6.28.050.

...

NOTE 43. Notwithstanding any other provision of this Title 6, a person employed as a Physician, MD Non-Megaflex (Item No. 5474) and Physician Specialist, Non-Megaflex (Item No. 5476) shall be paid in accordance with the provisions of Part 4 of chapter 6.08 of this title. The rate or rates established by this provision constitute a base rate. A person employed in this position shall not be eligible for Megaflex benefits.

...

SECTION 7. Section 6.34.010 (Department of Animal Care and Control) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4843A	4	SENIOR DEPARTMENTAL PERSONNEL ASST

SECTION 8. Section 6.34.010 (Department of Animal Care and Control) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1849A	4 <u>2</u>	SENIOR DEPARTMENTAL PERSONNEL TECH

SECTION 9. Section 6.52.010 (Department of Coroner) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1849A</u>	<u>1</u>	<u>SENIOR DEPARTMENTAL PERSONNEL TECH</u>

SECTION 10. Section 6.52.010 (Department of Coroner) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
0888A	2 <u>1</u>	ADMINISTRATIVE ASSISTANT II

SECTION 11. Section 6.53.010 (Department of Children and Family Services) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1850A</u>	<u>1</u>	<u>HEAD DEPARTMENTAL PERSONNEL TECH</u>

SECTION 12. Section 6.53.010 (Department of Children and Family Services) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1002A	66	<u>63</u>	ADMINISTRATIVE SERVICES MANAGER I
1842A	44	<u>10</u>	DEPARTMENTAL PERSONNEL ASSISTANT
1848A	3	<u>5</u>	DEPARTMENTAL PERSONNEL TECHNICIAN
1843A	5	<u>4</u>	SENIOR DEPARTMENTAL PERSONNEL ASST
1849A	5	<u>7</u>	SENIOR DEPARTMENTAL PERSONNEL TECH

SECTION 13. Section 6.55.010 (Child Support Services Department) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1848A	3	<u>4</u>	DEPARTMENTAL PERSONNEL TECHNICIAN
1843A	2	<u>1</u>	SENIOR DEPARTMENTAL PERSONNEL ASST

SECTION 14. Section 6.76.020 (Fire Department – Additional information) is hereby amended to read as follows:

6.76.020 Additional information.

...

T. Beginning October 1, 2007, any person employed as a Head Fire Dispatcher (Item No. 2437) shall, if certified as an Emergency Medical Dispatcher, receive a bonus of 22 standard salary levels provided that all of the following conditions have been met:

1. Proof that Emergency Medical Dispatcher Certification has been provided;
2. Proof that continuing education requirements have been met;
3. A rating of "Competent" or higher on the employee's most recent performance evaluation. New hires shall receive the bonus, as long as they maintain a competent level of performance; and
4. The employee is not on plan for improvement as part of an overall Improvement Needed performance evaluation.

U. Beginning October 1, 2007, employees in the classification of Hazardous Material Control Manager, Fire (Item No. 4406) shall receive a bonus of \$2.50 for each hour assigned regularly scheduled standby service during off-duty periods.

SECTION 15. Section 6.78.010 (Department of Health Services – Administration)

is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
<u>2546A</u>	<u>1</u>		<u>IT TECHNICAL SUPPORT ANALYST II</u>

SECTION 16. Section 6.78.010 (Department of Health Services – Administration)

is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
2590A	2	<u>1</u>	INFORMATION SYSTEMS ANALYST I

SECTION 17. Section 6.81.010 (Internal Services Department) is hereby

amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
0888A	<u>9</u>	<u>8</u>	ADMINISTRATIVE ASSISTANT II
1848A	<u>5</u>	<u>7</u>	DEPARTMENTAL PERSONNEL TECHNICIAN
1138A	<u>5</u>	<u>4</u>	INTERMEDIATE CLERK
2214A	<u>22</u>	<u>23</u>	INTERMEDIATE TYPIST-CLERK
1843A	<u>7</u>	<u>6</u>	SENIOR DEPARTMENTAL PERSONNEL ASST

SECTION 18. Section 6.86.010 (Department of Mental Health) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
9002A	479	<u>178</u>	MEDICAL CASE WORKER II
4729A	45	<u>44</u>	MENTAL HEALTH ANALYST II
4731A	49	<u>20</u>	MENTAL HEALTH ANALYST III
1843A	5	<u>6</u>	SENIOR DEPARTMENTAL PERSONNEL ASST

SECTION 19. Section 6.94.010 (Department of Parks and Recreation) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1848A	2	<u>3</u>	DEPARTMENTAL PERSONNEL TECHNICIAN
1843A	3	<u>2</u>	SENIOR DEPARTMENTAL PERSONNEL ASST

SECTION 20. Section 6.94.020 (Department of Parks and Recreation – Additional information) is hereby amended to read as follows:

6.94.020 Additional information.

...

G. Fitness for Life Pay.

1. Beginning October 1, 2006, the pay rate for a person employed in a safety lifeguard classification listed below, shall be increased 12 levels upon successful completion of the Fitness for Life Program as approved by the Board of Supervisors for

represented safety lifeguard employees, provided such person' s performance is rated "Competent" or higher.

Item No.	Title
2959	Lake Aquatics Manager
<u>2960</u>	<u>Chief Lake Lifeguard</u>
...	

SECTION 21. Section 6.106.010 (Public Library) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
8360A	4	CHIEF,PUBLIC SERVICES,LIBRARY

SECTION 22. Section 6.106.010 (Public Library) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>8361A</u>	<u>1</u>	<u>ASST DIR,PUBLIC SERVS,LIBRARY(UC)</u>

SECTION 23. Section 6.108.010 (Department of Public Social Services) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1002A	48 <u>47</u>	ADMINISTRATIVE SERVICES MANAGER I
1849A	2 <u>3</u>	SENIOR DEPARTMENTAL PERSONNEL TECH

SECTION 24. Section 6.109.010 (Department of Public Works) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1842A	5	<u>4</u>	DEPARTMENTAL PERSONNEL ASSISTANT
1848A	44	<u>12</u>	DEPARTMENTAL PERSONNEL TECHNICIAN

SECTION 25. Section 6.120.010 (Sheriff – Administration) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
<u>1335A</u>	<u>7</u>		<u>ASSISTANT SUPERVISING PAYROLL CLERK</u>

SECTION 26. Section 6.120.010 (Sheriff - Administration) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS		TITLE
1331A	4	<u>26</u>	PAYROLL CLERK I
1334A	48	<u>32</u>	PAYROLL CLERK II
1140A	59	<u>13</u>	SENIOR CLERK

SECTION 27. Section 6.120.012 (Sheriff – Custody) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1004A	4	ADMINISTRATIVE SERVICES MANAGER III

SECTION 28. Section 6.120.012 (Sheriff – Custody) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>0996A</u>	<u>1</u>	<u>ASST DIR, BUREAU OPERATIONS, SHERIFF</u>

SECTION 29. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage except for the following: Section 4 which shall be construed and applied as if they were effective and operative on and after July 1, 2007; Section 20 which shall be construed and applied as if it was effective and operative on and after October 1, 2006; and Sections 1, 2, 5, and 6 which shall be construed and applied as if they were effective and operative on and after January 1, 2008.

*The Executive Office/Clerk of the Board of Supervisors shall insert the effective date for the salary or salary schedule and level in the space provided for the classification added and the salary changes made to Section 6.28.050 of the County Code.

[RECLASS072008KPCEO]